



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://cao.co.la.ca.us>

DAVID E. JANSSEN
Chief Administrative Officer

January 23, 2004

To: Supervisor Don Knabe, Chairman
Supervisor Yvonne Brathwaite Burke
Supervisor Zev Yaroslavsky
Supervisor Gloria Molina
Supervisor Michael D. Antonovich

From: David E. Janssen
Chief Administrative Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE BRATHWAITE BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

**REQUEST FOR AUTHORIZATION TO APPOINT ROGER PEEKS, M.D. TO THE
POSITION OF MEDICAL DIRECTOR II, M.D., AT A SPECIAL STEP PLACEMENT IN
THE DEPARTMENT OF HEALTH SERVICES – MARTIN LUTHER KING/DREW
MEDICAL CENTER**

Consistent with the Board's August 4, 1998 and December 5, 2000 actions on management appointments, the Department of Health Services (DHS) requests authority to appoint Roger Peeks, M.D. to the position of Medical Director II, M.D., at Martin Luther King/Drew Medical Center (KDMC), effective February 9, 2004, at a Special Step Placement pursuant to section 6.08.220 E of the County Code. The requested annual salary of \$172,151.40 (\$14,345.95 per month) includes a Special Step Placement on Schedule 11, Step 13 of the Management Physician Pay Plan (base salary of \$13,202.00 per month), plus a 3 percent Physician Additional Compensation Bonus of \$4,752.72 annually (\$396.06 monthly), and a 5.5 percent annual Board Certification Bonus of \$8,974.68 (\$747.89 monthly). Additional information including the original request from DHS and an organization chart are provided. The item is vacant and budgeted in the KDMC fiscal year 2003-04 Adopted Budget.

The Department indicated that Dr. Peeks was selected after a nationwide search and interviews by the DHS Director and Chief Operating Officer, and he has considerable experience in managing the clinical affairs of a large urban trauma hospital. He has served as a physician at the Alameda County Medical Center since 1990, and has been the Medical Director since 1996, supervising an academic medical staff of over 400 physicians. Dr. Peeks received his medical degree and completed his residency in Internal Medicine at Stanford University.

Each Supervisor
January 23, 2004
Page 2

As Medical Director II, Dr. Peeks will be responsible for the management of clinical affairs at KDMC, Hubert H. Humphrey Comprehensive Health Center and Dollarhide Health center. Dr. Peeks will also serve as an Associate Dean at the Charles R. Drew University of Medicine and Science and will manage the medical education training programs at the hospital.

Based on the review of the information provided, we concur with the Department's request to appoint Dr. Peeks as Medical Director II, at an annual salary of \$172,151.40.

In accordance with the policy on management appointments, unless otherwise instructed by your offices by February 2, 2004, we will notify the Department that they are authorized to proceed with the appointment effective February 9, 2004.

If you have any questions regarding this appointment, please call me or your staff may contact Amy Bennett of this office at (213) 893-9742.

DEJ:DL
SS:AB:bjs

Attachments

c: Executive Officer, Board of Supervisors
Director, Department of Health Services
Director of Personnel

Pertinent Information for Roger Peek, M.D.
Medical Director II, M.D.
Martin Luther King/Drew Medical Center

1. Certify that the position is vacant and budget.

The Medical Director II, M.D. is included in the fiscal year 2003-04 Adopted Budget, and is vacant.

2. Attach an organization chart highlighting the position. Describe where the position fits into the management organization structure.

This position is in the KDMC Medical Administration. The Medical Director II, M.D. reports directly to the Chief Executive Officer and Chairman of the Oversight Team.

3. Indicate current salary of the individual for whom the request is being submitted. Indicate proposed salary, and percentage increase over current salary.

The requested salary of \$172,151.40 represents a base salary of \$158,424.00 annually (\$13,202.00 per month), a 3 percent annual Physician Additional Compensation bonus of \$4,752.72 (\$396.06 per month) and a 5.5 percent annual Board Certification Bonus of \$8,974.68 (\$747.89 per month). Dr. Peek is a new appointment.

4. Identify highest paid subordinate reporting to this position.

See Attachment I

5. Identify management position above the position being requested.

Willie T. May, Item Number 8084A, Hospital Administrator II (UC), Salary Range 15, annual salary _____, and David Runke, Finance Manager, LAC+USC Medical Center, Item Number 8070A, Salary Range 13, _____ annually (_____nth).



THOMAS L. GARTHWAITE, M.D.
Director and Chief Medical Officer

FRED LEAF
Chief Operating Officer

COUNTY OF LOS ANGELES
DEPARTMENT OF HEALTH SERVICES
313 N. Figueroa, Los Angeles, CA 90012

(213) 240-8107

BOARD OF SUPERVISORS

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Fourth District

Michael D. Antonovich
Fifth District

January 13, 2004

TO: Sheila Shima, Acting Assistant Division Chief
Health Team
Chief Administrative Office

FROM: Sachi Hamai, Director *[Signature]*
Administrative Services

SUBJECT: **REQUEST FOR AUTHORIZATION TO APPOINT ROGER PEEKS, M.D. TO THE
POSITION OF MEDICAL DIRECTOR II, M.D., AT A SPECIAL STEP PLACEMENT
IN THE DEPARTMENT OF HEALTH SERVICES**

On October 1, 2002, the Board of Supervisor instructed that all appointed Department Heads obtain the approval of the Board prior to filling any administrative or management position with an annual salary in excess of \$107,000.00. As directed in this Board policy, CAO approval is required to fill any management vacancy.

Consistent with this policy, this is to request approval to appoint Roger Peekes, M.D. to the position of Medical Director II, M.D., Item Number 5449A, at an annual salary of \$172,151.40 (\$14,345.95 monthly) at King/Drew Medical Center. The proposed salary reflects a Special Step Placement for Dr. Peekes in the Management Physician Pay Plan, Schedule 11, Step 13. The requested salary of \$172,151.40 represents a base salary of \$158,424.00 annually (\$13,202.00 monthly), 3 percent Physician Additional Compensation bonus of \$5,014.08 (\$417.84 monthly), and 5.5 percent annual Board Certification bonus of \$8,713.32 (\$726.11 monthly). The Department would like to make this appointment as soon as possible.

396.06 *\$417.84* *\$8,713.32* *\$726.11*

Dr. Peekes will serve as Medical Director of King/Drew Medical Center and will be responsible for the management of clinical affairs at King/Drew Medical Center, Hubert H. Humphrey Comprehensive Health Center, and Dollarhide Health Center. This individual will also serve as an Associate Dean at the Charles R. Drew University of Medicine and Science for the purposes of managing the medical education training programs at the hospital.

Dr. Peekes will have managerial oversight for all physician services at KDMC. He will be responsible for ensuring the maintenance of acceptable standards of patient care, directing the interns and residence training programs, coordinating professional services in the network between other County hospitals and outside agencies/facilities.

Sheila Shima
January 13, 2004
Page 2

The Department of Human Resources hired an executive search firm to conduct a nationwide search to fill the critical position of Medical Director of the King/Drew Medical Center. The most highly-qualified candidates were interviewed by the DHS Director and the Chief Operating Officer. The recommended appointment is based upon those interviews.

Dr. Peeks has considerable experience in managing the clinical affairs of a large urban trauma hospital. He has been the Medical Director at the Alameda County Medical Center since 1996, supervising an academic medical staff of over 400 physicians. He has served as a physician at this hospital since 1990. Dr. Peeks received his medical degree and completed his residency in Internal Medicine at Stanford University. He is a Diplomate of the American Board of Internal Medicine. Dr. Peeks' experience will be of great value to the Department's efforts to improve the management of King/Drew Medical Center.

This compensation level is commensurate with Dr. Peek's expertise in medical administration. Dr. Peeks also will receive a stipend from Drew University in accordance with his responsibilities as the Associate Dean of the medical school.

If you have any question or required additional information, please contact Susan Montenegro at (323) 890-7903.

SH:sps
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Attachments

c: Kate Edmundson
Susan Montenegro

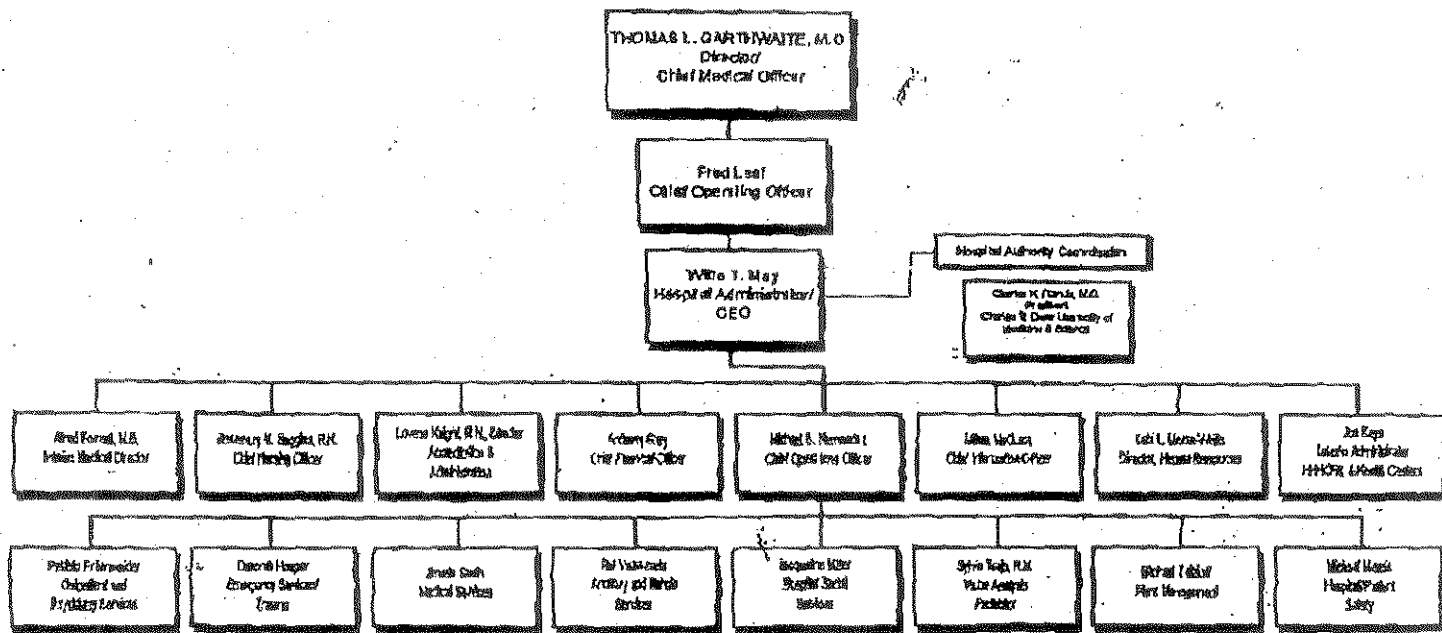
ATTACHMENT I

DEPARTMENT OF MARTIN LUTHER KING HOSPITAL
BUDGET CODE: 87-11

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ATTACHMENT II

COUNTY OF LOS ANGELES - DEPARTMENT OF HEALTH SERVICES
SOUTHWEST AREA HEALTH SERVICES
MARTIN LUTHER KING, JR./CHARLES R. DREW MEDICAL CENTER
ORGANIZATION CHART



NOTED AND APPROVED:

Willie T. May, Hospital Administrator/CEO

DATE: 1/1/02

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LAC-KING/DREW MC~

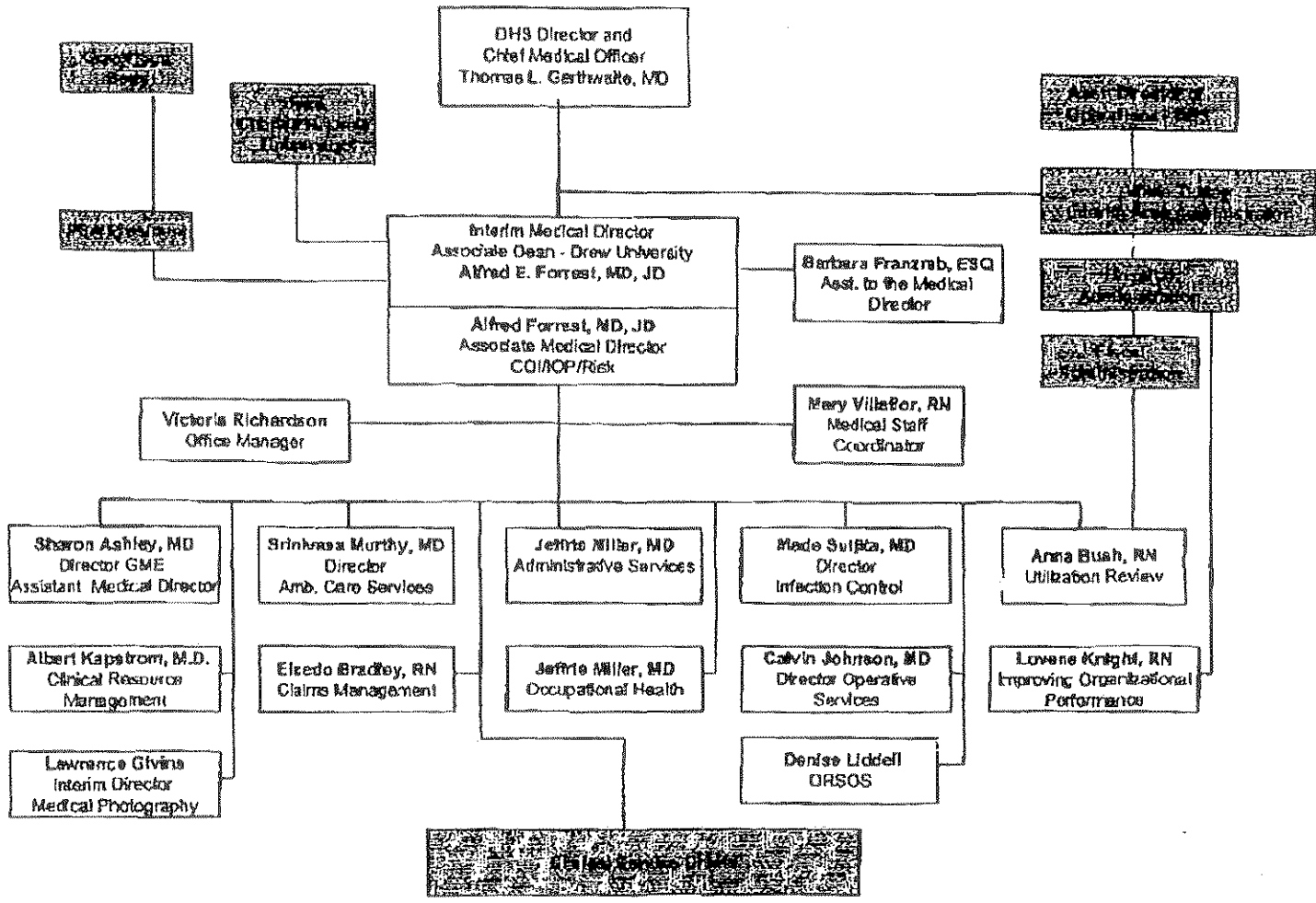
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Og charts
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MEDICAL ADMINISTRATION



9-Oct-02

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ATTACHMENT III

ROGER A. PEEKS, M.D.

Home:

Office:

Fax:

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AJ

EDUCATION

- Residency in Internal Medicine, Stanford University Hospital 1981
- Internship in Internal Medicine, Stanford University Hospital 1979
- Doctor of Medicine, Stanford University School of Medicine 1978
- Bachelor of Science (Biomedical Engineering), Northwestern University 1974
- National Association of Public Hospitals Physician Leadership Program 2000
- University of Pennsylvania Wharton School of Business Physician Executive Program 1998
- Stanford Faculty Development Program in Medical Decision Making 1992

PROFESSIONAL LICENSES/ORGANIZATIONS

- Diplomate, American Board of Internal Medicine
- Physicians and Surgeons Certificate, State of California Board of Medical Quality Assurance
- Diplomate, National Board of Medical Examiners
- Member of the American College of Physician Executives
- Member of the Sinkler Miller Medical Association

EXPERIENCE**ALAMEDA COUNTY MEDICAL CENTER**

1990 – Present

Medical Director

1996 – Present

The Medical Director is the chief administrative medical officer for the Medical Center, reports directly to the CEO and provides advice on all clinical affairs.

- Responsible for the supervision of all physicians (more than 400 physicians on staff) and medical care at the Medical Center.
- Developed and implemented a new evaluation process for department chairs.
- Chaired a committee that won a national award for developing guidelines for empiric antibiotic use that reduced antibiotic resistant bacteria in the hospital.
- As primary negotiator of physician contracts, able to stay within budget while expanding services in plastic surgery and orthopedics. Negotiated new contracts with professional schools to provide services in oral surgery and podiatry.
- In overseeing the residency training programs, helped to negotiate a new MOU with the residents' union.
- Responsible for the Department of Quality Services which includes quality assurance, quality improvement, regulatory compliance, and risk management. Leading a medical center-wide major redesign of the performance improvement plan. Supervised response to JCAHO, HCFA, and CALS surveys in 2000.
- Supervised major revamp of the Medical Records Department in response to findings by regulatory agencies resulting in marked improvement and regulatory compliance.

Interim Chief Executive Officer

10/2000 – 6/ 2001

The CEO directs the management and operation of the Alameda County Medical Center, a health care system that consists of three hospitals and five freestanding clinics, with over 3,000 employees and an operating budget of nearly \$250 million. Annually there are approximately 90,000 emergency visits, more than 200,000 outpatient clinic visits, and more than 120,000 inpatient days.

- Accountable to the Board of Trustees for supervising the administration of the Medical Center.
- The CEO has a seat on the Board of Trustees and is a member of each of the permanent committees of the Board.

ROGER A. PEEKS, M.D.

Page 2

ALAMEDA COUNTY MEDICAL CENTER continued**Staff Physician**

1990 – Present

As a faculty member in the Primary Care Division of the Department of Medicine duties included direct patient care and teaching in the residency program in inpatient and outpatient settings.

- Established the Hypertension Clinic at the Highland Campus in conjunction with the University of California, San Francisco and have served as the medical director of the clinic from its inception until present.
- Received the Department of Medicine Teacher of the Year award in 1996.
- Completed the Stanford Faculty Development Program in Medical Decision Making in 1992 and established a Medical Decision Making curriculum for the residency program.
- Able to continue active clinical practice in the face of increasing administrative responsibilities.

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

1992 – 1996

Medical Director of the UCSF Hypertension Research Clinic at Summit Medical Center

Worked with primary researchers at UCSF to establish a research clinic to conduct clinical research on the etiology and treatment of hypertension. Served as medical director for the research clinic, involved in all aspects of the operation including recruitment of participants, conducting the study, clinical care of the participants, and supervision of the clinic staff.

PRIVATE MEDICAL PRACTICE

1982 – 1989

Established a primary care private practice in an underserved area of Oakland, California. Maintained a financially viable practice serving a largely Medi-Cal (medicaid) population. On staff at all of the private hospitals in Oakland and enjoyed a busy inpatient practice. Sustained active involvement in the community through schools, churches, and other community organizations.

STANFORD UNIVERSITY SCHOOL OF MEDICINE

1981 – 1996

Physician Specialist/Assistant Professor of Medicine

1981 – 1982

Full-time faculty position that involved clinical teaching of residents and medical students and the supervision of nurse practitioners in inpatient and outpatient settings.

Assistant Dean of Student Affairs

1983 – 1996

- Through the Office of Student Affairs advised and counseled medical students in areas of academics, research, career planning, and personal matters.
- Volunteered as an advisor for undergraduates students and received an award for advising premed students.
- Directed minority student recruitment and admissions at the Medical School. Supervised all recruitment activities and personally visited many undergraduate schools and represented Stanford at several premed conferences throughout the country. During this time, Stanford's percentage of underrepresented minority students was consistently in the top ten of U.S. medical schools.

LEADERSHIP/VOLUNTEER ACTIVITIES

- President of the Stanford Medical Alumni Association, 1999 – 2000
- Board of Directors of the West Oakland Health Council, 1996 – Present
- Chair of the Sinkler Miller Medical Association Scholarship Committee, 1992 – Present
- Peer reviewer for primary care training grant applications to the Bureau of Health Professions

ATTACHMENT IV

**LOS ANGELES COUNTY - DEPARTMENT OF HEALTH SERVICES
EQUIVALENT POSITIONS IN THE DEPARTMENT**

NAME	EMP. NO.	CLASSIFICATION	ITEM #	SALARY RANGE	SALARY
Gail Anderson		Medical Director II, MD	5449	M11	
James G. Haughton		Medical Director II, MD	5449	M11	
William Loos		Medical Director II, MD	5449	M11	
Robert Walters		Medical Director II, MD	5481		

ATTACHMENT V

Date: 01/07/2004

**LOS ANGELES COUNTY - DEPARTMENT OF HEALTH SERVICES
SUBORDINATE POSITION OF MEDICAL DIRECTOR II, MD**

Name	Emp. No.	Item #	Payroll Title	Salary Range	Employee's Current Salary
DATTA, NAND		5477A	PHYSICIAN SPECIALIST, M.D.	P09	
FUKUSHIMA, TEIICHIRO		5479A	CHIEF PHYSICIAN I, M.D.	M12	
GILL, GUS		5478A	SENIOR PHYSICIAN, M.D.	M11	
GRAY, GREGORY		5479A	CHIEF PHYSICIAN I, M.D.	M07	
HARDIN, EUGENE		5479A	CHIEF PHYSICIAN I, M.D.	M07	
JOHNSON, CALVIN		5479A	CHIEF PHYSICIAN I, M.D.	M12	
LOCKE, GEORGE		5479A	CHIEF PHYSICIAN I, M.D.	M12	
MCQUIRTER, JOSEPH		4776A	DENTAL DIRECTOR I	M03	
MILLER, THEODORE		5478A	SENIOR PHYSICIAN, M.D.	M11	
MOHAMED, HEZLA		5477A	PHYSICIAN SPECIALIST, M.D.	P09	
WOODS, CLARENCE		5477A	PHYSICIAN SPECIALIST, M.D.	P09	
YOSHIKAWA, THOMAS		5480A	CHIEF PHYSICIAN II, M.D.	M08	
AKHANJEE, LUTFUL		5477A	PHYSICIAN SPECIALIST, M.D.	P04	
MURTHY, SRINIVASA		5480A	CHIEF PHYSICIAN II, M.D.	M08	

10/10/01, ALFRED K.

5470A Chief Physician II, M.D. M13